

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 9:45 a.m., Tuesday, November 15, 2022
Munitz Conference Room —Closed Session
Government Code §3596(d)

2:00 p.m., Tuesday, November 15, 2022
Glenn S. Dumke Auditorium —Open Session

Christopher Steinhauser, Chair
Jack Clarke, Jr., Vice Chair
Larry L. Adamson
Julia I. Lopez
Lateefah Simon

Open Session—Glenn S. Dumke Auditorium

- Consent**
1. Approval of Minutes of the Meeting of September 14, 2022, *Action*
 2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 6, Teamsters Local 2010, *Action*

**MINUTES OF THE MEETING OF
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California**

September 14, 2022

Members Present

Christopher Steinhauser, Chair
Jack Clarke, Jr., Vice Chair
Larry L. Adamson
Adam Day
Julia I. Lopez
Lateefah Simon

Wenda Fong, Chair of the Board
Jolene Koester, Interim Chancellor

Public Speakers

Public comment took place at the beginning of the meeting's open session, prior to all committees.

Chair Steinhauser called the Committee on Collective Bargaining to order.

Approval of the Consent Agenda

The minutes of the September 14, 2022 meeting were approved as submitted.

Agenda Item 2, Ratification of the Tentative Agreement with Bargaining Unit 1, Union of American Physicians and Dentists (UAPD), was approved as submitted.

Chair Steinhauser adjourned the meeting of the Committee on Collective Bargaining.

COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 6, Teamsters Local 2010

Presentation By

Leora D. Freedman
Acting Vice Chancellor
Human Resources

Summary

The initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 6, Teamsters Local 2010, will be presented to the Board of Trustees for adoption. The proposals are attached to this item.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 6, Teamsters Local 2010 is hereby adopted.

**The California State University's
Initial Collective Bargaining
Proposals**

Between

**The Board of Trustees Of
The California State University And
Teamsters Local 2010
(Bargaining Unit 6)**

November 2022

Bargaining Unit 6
2023 Successor Agreement Negotiations California
State University Bargaining Proposals

Article 1 – Recognition

- Review classifications and propose amendments as appropriate.

Article 2 – Definitions

- Review definitions and update in accordance with current practices.

Article 4 – Contracting Out

- Modify provisions to provide operational flexibility and efficiencies in contracting.

Article 7 – Union Rights

- Review and amend provisions regarding union leave and release time.

Article 9 – Grievance Procedure

- Review the existing grievance process and propose amendments consistent with having grievances resolved in a timely manner.

Article 10 – Appointment

- Review and amend current contractual provisions relating to employee appointments.

Article 14 – Corrective Action

- Review and amend current contractual provisions relating to employee reprimands.

Article 15 – Employee Rights

- Review and amend current contractual provisions relating to employee rights and responsibilities.

Article 19 – Leaves of Absence without Pay

- Review and amend current contractual provisions relating to leaves of absence without pay.

Article 22 – Hours of Work

- Modify provisions to increase operational efficiencies and flexibility in work schedules.

Article 23 – Overtime

- Modify provisions to increase operational efficiencies.

Article 24 – Salary

- Propose modifications to the existing salary structure and other changes to current salary programs.

Article 25 – Benefits

- Review benefits and propose amendments as appropriate.

Article 28 – Health & Safety

- Review and amend current contractual provisions relating to employee health and safety.

Article 30 – Layoff

- Provide clarity to existing provisions regarding work notice requirements allowing for easier implementation and a better understanding of rights and requirements.

Article 32 – Duration and Implementation

- Propose modifications to the duration of any successor agreement.

Appendices and Side Letters

- The CSU will review all Appendices and Side Letters, and make proposals to amend, retain, or delete as appropriate.

The University reserves the right to add to, modify, or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.



TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

Jason Rabinowitz
Secretary Treasurer and Principal Officer

Steve James
Joseph Jelincic
CSU Office of the Chancellor
401 Golden Shore
Long Beach, CA

Dear Mr. James,
Dear Mr. Jelincic,

Below you will find Teamsters Local 2010's initial proposals for successor contract bargaining for Bargaining Unit 6. These proposals are made in accordance with California Government Code §3595 and Article 32 of the current Collective Bargaining Agreement (CBA) between the parties. These proposals shall commence negotiations for a successor agreement to the current CBA expiring June 30, 2023. Teamsters Local 2010 reserves the right to make additions to, modify, or delete these proposals and to introduce new proposals during negotiations.

Sincerely,

Jason Rabinowitz
Secretary-Treasurer/Principal Officer
Teamsters Local 2010



TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

Jason Rabinowitz
Secretary Treasurer and Principal Officer

Teamsters Local 2010's Initial Proposals for Unit 6 Successor Contract Negotiations
October 28, 2022

Article 1 - Recognition

- Teamsters Local 2010 will propose updates to the list of recognized bargaining unit classes.
- Teamsters Local 2010 will propose a change to the process for reviewing recognized bargaining unit classes.

Article 2 - Definitions

- Teamsters Local 2010 will propose additional definitions of terms where relevant to the CBA.

Article 4 - Contracting Out

- Teamsters Local 2010 will propose language changes to ensure fairer processes around contracting out and other privatization of CSU facilities that undermine the bargaining unit and its work as recognized under the CBA.

Article 6 - Non-Discrimination

- Teamsters Local 2010 will propose amendments to ensure a fair process to address instances of workplace discrimination.
- Teamsters Local 2010 will propose new language to ensure fair and respectful treatment in the workplace.

Article 7 - Union Rights

- Teamsters Local 2010 will propose language to ensure that Unit 6 members' rights to engage in union activity is adequately protected.

Article 8 - Concerted Activities

- Teamsters Local 2010 will propose changes to clarify the language around concerted activities.

Article 9 – Grievance Procedure

- Teamsters Local 2010 will propose changes and improvements to the grievance procedure to provide for fair and efficient resolution of disputes.

Article 10 - Appointment

- Teamsters Local 2010 will propose modifications to address the use of temporary employees.
- Teamsters Local 2010 will propose modifications to the interview and hiring process.



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Jason Rabinowitz
Secretary Treasurer and Principal Officer

Article 11 - Probationary Period

- Teamsters Local 2010 will propose language to ensure that employees serve reasonable probationary periods.

Article 12 - Evaluation

- Teamsters Local 2010 will propose changes to existing language to ensure a fair evaluation process.

Article 13 - Personnel File

- Teamsters Local 2010 will propose changes to bring Article in line with proposed changes in Article 14.

Article 14 - Corrective Action

- Teamsters Local 2010 will propose amendments to provisions on letters of reprimand and retention of these records.
- Teamsters Local 2010 will propose clarifying existing language on discipline.

Article 15 - Employee Rights

- Teamsters Local 2010 will propose making current language clear with regards to our members' access to Union representation and protections under existing law.

Article 16 - Vacation

- Teamsters Local 2010 will propose amendments to better reflect our members' years of service.
- Teamsters Local 2010 will propose new language around emergency vacation.

Article 18 - Leaves of Absence With Pay

- Teamsters Local 2010 will propose allowing our members to use their accrued time as needed.
- Teamsters Local 2010 will propose establishing a clear definition for reporting under this Article.

Article 20 - Assignment-Reassignment

- Teamsters Local 2010 will propose changes to assignments/reassignments and to protect Bargaining Unit 6 work.

Article 22- Hours of Work

- Teamsters Local 2010 will propose modifying the shift schedules.





TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

Jason Rabinowitz
Secretary Treasurer and Principal Officer

- Teamsters Local 2010 will propose a fair and reasonable process for the assignment of alternate work schedules.
- Teamsters Local 2010 will propose changes in the use of voluntary training time.

Article 23 - Overtime

- Teamsters Local 2010 will propose changes to overtime premium pay and expenses for Unit 6 employees.

Article 24 - Salary

- Teamsters Local 2010 will propose fair compensation including a salary step structure with guaranteed progression for the essential work our members do to ensure health, safety, and continued operations at the CSU.

Article 25 - Benefits

- Teamsters Local 2010 will propose language to enhance access to and quality of member benefits.

Article 28 - Health & Safety

- Teamsters Local 2010 will propose expanding the ability of Unit 6 employees to attend health and safety trainings.
- Teamsters Local 2010 will propose new language on personal protective equipment.

Article 32 - Duration and Implementation

- Teamsters Local 2010's proposal will be forthcoming.

Article 33 – Reasonable Accommodation

- Teamsters Local 2010 will propose a new article to ensure a fair process for our members to receive appropriate workplace accommodations for any disabilities.

Appendices and Side Letters

Will review and update appendices/side letters where appropriate.

